

ORDER

Maharashtra Zilla Parishads and Panchayat Samitis Act, 1961

No. DSR.2478/509-CR. 1888/XI.—In exercise of the powers conferred by the proviso to section 248 of the Maha-rashtra Zilla Parishads and Panchayat Samitis Act, 1961 (Mah. V of 1962) and of all other powers enabling it in that behalf, the Government of Maharashtra hereby makes the following order, namely :—

1. *Short Title, Commencement etc.*—(1) This Order may be called the Maharashtra Zilla Parishads District Services (Revised Pay) Order, 1978.

(2) This Order shall be deemed to have come into force on the 1st day of April 1976 :

Provided that, arrears arising on account of the revised pay for the period commencing on the 1st day of December 1977 only shall be payable on the issue of this Order. The arrears prior to the said date shall be payable in such manner and on such date or dates as the State Government may determine.

2. *Definitions.*—In this Order, unless the context otherwise requires,—

(i) "Act" means the Maharashtra Zilla Parishads and Panchayat Samitis Act, 1961.

(ii) "Allocated employee" means any person who as from the 1st May 1962 becomes an officer or servant of the *Zilla Parishad* by operation of the provisions of section 241, or any member of the services of the State Government who is allotted or has elected to the District Service under section 242 or 253 C of the Act.

(iii) "basic pay" means pay as defined in rule 9 (39) (a) (i) of the Bombay Civil Services Rules, 1959, and includes special dearness pay, if any, drawn under Government Order, Rural Development Department, No. DSR. 2469/17416-V, dated the 22nd July 1969 :

Provided that, where pay is drawn in a Pre-1962 Scale, basic pay shall mean pay drawn in such scale *plus* the portion of the dearness allowance mentioned in column No. 2 of the Table hereto admissible to a *Parishad* Servant in the range specified in column 1 of the Table *plus* special dearness pay, if any, drawn under the aforesaid Government Order, dated the 22nd day of July 1969.

TABLE

Range of basic pay in pre-1962 Scale	Portion of dearness allowance admissible for inclusion in basic pay
1	2
Rs. 50 and below	Rs. 35
Rs. 51 and above upto Rs. 200	Rs. 45
Rs. 201 and above upto Rs. 500	Rs. 50
Rs. 501 and above	Rs. 65

Provided further that, in the case of the categories of *Parishad* Servants mentioned in column 1 of the Table below, basic pay shall mean the pay which they would have drawn in the existing scales on the 1st day of April 1976 if they were to be granted in the existing scales higher starting pay as shown in column 2 of the Table with effect from the 1st day of April 1972 or the date of appointment, whichever is later :—

TABLE

Categories of Parishad Servants	Higher starting pay which the Parishad Servants mentioned in Col. 1 should be deemed to have been granted <i>w.e.f.</i> 1st April 1972 or date of appointment, whichever is later	Existing pay-scale in which higher starting pay as mentioned in Col. 2 is deemed to have been drawn notionally
1	2	3
	Rs.	Rs.
(1) Agricultural Supervisor ..	250 for those holding Degree in Agriculture ..	200—10—280—E.B—15—400
(2) Extension Officer, (Agriculture) (Basic Grade) ..	250 for those holding Degree in Agriculture ..	150—10—280—E.B—15—400
(3) Extension Officer (Works) (Basic Grade).	(i) 270+5 personal pay to be absorbed in the next increment, for those holding Degree in engineering. (ii) 250 for those holding three years Diploma .. (iii) 180 for those holding two years Diploma ..	150—10—280—E.B—15—400
(4) Electrical Supervisor ..	(i) 270+5 personal pay to be absorbed in the next increment for those holding Degree in Engineering. (ii) 250 for those holding three years Diploma. ..	200—10—280—E.B—15—400
(5) Overseer ..	(i) 270+5 personal pay to be absorbed in the next increment for those holding Degree in Engineering. (ii) 250 for those holding three years Diploma ..	200—10—280—E.B—15—400
(6) Extension Officer (Rural Engineering) (Basic Grade).	(i) 270+5 personal pay to be absorbed in the next increment, for those holding Degree in Engineering. (ii) 250 for those holding three years Diploma .. (iii) 180 for those holding two years Diploma. ..	150—10—280—E.B—15—400

Explanation.—In the case of *Parishad* servants of the categories mentioned in column 1 above pay in the existing scale as on the 1st day of April 1976, should be fixed notionally, as if they were given higher starting pay as shown in column 2, and the pay so fixed shall be treated as the basic pay.

(iv) "existing emoluments" means the sum of—

(a) basic pay as defined in clause (i) above,
(b) special pay, if any, drawn on the 1st day of April 1976, provided that the special pay is shown in the Schedule as merged in the revised scale,

(c) in the case of Secondary School Teachers, additional pay for higher qualifications, if any, drawn on the 1st day of April 1976 in accordance with the provisions contained in the Maharashtra Zilla Parishads (Pay-scale and Dearness Allowance) Rules, 1962 at the rates, specified in column 2 of the Table hereto :

TABLE

Qualifications	Additional Pay admissible
1	2
	Rs.
(a) S. S. C. with Dip. T.	7
(b) B.A./B.Sc. in II Class	7
(c) B. A./B.Sc. in I Class	20
(d) B. T./B.Ed. in II Class	7
(e) B. T./B.Ed. in I Class	15
(f) M.Ed. in Pass Class	7
(g) M.Ed. in II Class	15
(h) M.Ed. in I Class	20
(i) B. Com. in pass Class	10
(j) B. Com. in II Class	15
(k) B. Com. in I Class	25
(l) B.Sc. (Agri.) in Pass Class	10
(m) B.Sc. (Agri.) in II Class	15
(n) B.Sc. (Agri.) in I Class	25
(o) M.A./M.Sc./M.Com./M.Sc. (Agri.) in Pass Class	10
(p) M.A./M.Sc./M.Com./M.Sc. (Agri.) in II Class	15
	To those who are not eligible for the special scale of Rs. 220—430. To those who are— (i) Untrained and are entitled to the scale of Rs. 150—170. (ii) Possessing S.T.C. qualification or its equivalent. (iii) In the existing scale of Rs. 120—300 and are allowed to opt for the revised scale of Rs. 165—400.
(q) M.A./M.Sc./M.Com./M.Sc. (Agri.) in I Class	
(r) M.A./M.Sc./M.Com./M.Sc. (Agri.) in I Class	10
	To those who have B.T./B.Ed. qualifications and are therefore, entitled to the scale of Rs. 220—470.
(s) Ph.D.	
	25
Total additional pay not to exceed Rs. 40.	

(d) dearness pay appropriate to the basic pay and where special pay is shown in the Schedule as merged in the revised scale, dearness pay appropriate to the sum of basic pay and special pay drawn on the 1st day of April 1976 and in the case of Secondary School Teachers, dearness pay appropriate to the sum of basic pay and additional pay for higher qualifications, if any, drawn on the 1st day of April 1976.

Explanation.—The rates of dearness pay which shall form part of existing emoluments in accordance with Government Order, Rural Development Department No. DSR. 2476/4734-CR-1563-XI, dated the 30th December 1976, are as follows :—

Pay drawn in existing Pay-scale	Dearness Pay
Rs.	Rs.
Below 85	100
85 and above but below 110	112
110 and above but below 150	139
150 and above but below 210	163

Pay drawn in existing Pay-scale Rs.					Dearness Pay Rs.
210 and above but below 400	..	..	..	..	196
400 and above but below 450	..	..	..	..	210
450 and above but below 500	..	..	..	..	214
500 and above but below 543	..	..	..	..	Amount by which pay plus Dearness Allowance falls short of Rs. 733.
543 and above but below 576	..	..	..	..	190
576 and above but below 585	..	..	..	..	Amount by which pay plus Dearness Allowance falls short of Rs. 765.
585 and above but below 1,000	..	..	..	..	180

(v) "existing scale" in relation to a *Parishad* servant means the scale of pay applicable to the post held by him, or as the case may be, personal scale applicable to him, in a substantive or officiating capacity immediately before the 1st day of April 1976.

(vi) "Foreign Service" means service in which a *Parishad* servant receives pay with the sanction of the *Zilla Parishad* from any source other than the District Fund.

(vii) "Head of Office" in relation to a *Parishad* servant working under a *Panchayat Samiti*, means a Block Development Officer, and in relation to any other *Parishad* servant, means the Chief Executive Officer or such other Officer as may be declared by the Chief Executive Officer to be the Head of Office in respect of the office in which such *Parishad* servant is serving.

(viii) "*Parishad* servant" means a person appointed to a post in any District Service and includes an allocated employee, but does not include,—

(a) a person appointed part-time or on daily rated, work-charged, or contingency paid establishments or on consolidated rates of pay; or

(b) a person appointed on contract under section 253 of the Act unless otherwise provided in the contract; or

(c) a person who retired on or before 1st day of April 1976 and who was on re-employment on that date, including the person whose period of re-employment is extended after that date; or

(d) a person whose services are temporarily placed at the disposal of a *Zilla Parishad* in any District Service by any Government in India, or any authority subordinate to it or any local or other authority.

(ix) "Pre-1962 Scale" means the scale of pay which has remained in force prior to 1st day of July 1962.

Note.—Pre-1962 scales of pay are shown in column 5 of the Schedule with words and figures "Pre-1962 scale".

(x) "revised scale" in relation to any post specified in column 4 of the Schedule means the scale of pay specified against that post in column 6 thereof.

Explanation.—Some of the revised scales are made up of two sections, conjoined by the words "Extension" such as 260—10—390—15—420 —Extension—15—495. The first section represents the main scale and the second portion represents extended portion of the scale. Drawal of increments in the extended portion of the scale, that is, beyond extension, shall be automatic and not subject to any conditions or test.

(xi) "Schedule" means the schedule annexed to this order.

3. *Categories of Parishad Servants to whom this Order applies.*—(1) Save as otherwise provided by or under this Order this Order shall apply to those *Parishad* Servants who are on the regular establishment of *Zilla Parishads* and were appointed to any post in the cadre of District Technical Service (Class III), District Service (Class III) or District Service (Class IV).

(2) This Order shall not apply to such *Parishad* servants or persons in the employment of a *Zilla Parishad*—

(a) who are not in the whole time employment;

(b) who are on consolidated rates of pay;

(c) who are employed on contract, or on work-charged, or daily rated, or contingency paid establishments, in accordance with the provisions contained in the Maharashtra *Zilla Parishads* (Contract Service) Rules, 1963.

(d) who have retired on or before the 31st March, 1976 and who were on re-employment on that date, including those whose period of re-employment is extended after that date;

(e) who have been specifically excluded wholly or in part by the Government of Maharashtra from the operation of this Order.

4. *Drawal of pay in the revised scales and option to retain the existing scales.*—(1) Save as otherwise provided in this Order a *Parishad* servant shall from the 1st day of April 1976, draw pay in the revised scale prescribed in column 6 of the Schedule for the post held by him:

Provided that a *Parishad* servant who was in service on the 31st day of March 1976 may elect to continue to draw pay in the existing scale of the post held by him, until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates the post or ceases to draw pay in that scale.

(2) Where the post is held in an officiating capacity, the option admissible under sub-clause (1) shall be exercised separately in respect of the pay scale of the post actually held by the *Parishad* servant on the 1st day of April 1976 and also in respect of the pay scale of the next lower post, if any, from which the *Parishad* servant was promoted to the post held by him on the 1st day of April 1976 and in the event of reversion of the *Parishad* servant to such lower post at any time after the 1st day of April 1976 he shall be allowed in the lower post such pay as he would have drawn on the date of reversion if he were to hold the lower post on the 1st day of April 1976.

5. *Exercise of option.*—(1) The option under Clause 4 shall be exercised in writing in the Form appended to this Order, so as to reach the Head of Office within three months of the date of issue of this Order:

Provided that,—

(a) in the case of a *Parishad* servant who is, on the date of issue of this Order out of India, on leave or deputation or foreign service, the said option shall be exercised in writing so as to reach the Head of Office within three months of the date of his taking over charge of his post in India; and

(b) where a *Parishad* servant is under suspension on the 1st day of April 1976, the option may be exercised within three months of the date of his return to his duty, if that date is later than the date prescribed in this clause.

(2) If the declaration regarding the option is not received within the time mentioned in sub-clause (1) the *Parishad* servant shall be deemed to have elected to be governed by the revised scale of pay with effect from the 1st day of April 1976.

(3) The option once exercised shall be final.

6. *Fixation of initial pay in the revised scales.*—The initial pay of a *Parishad* servant who elects or is deemed to have elected under sub-clause (2) of clause 5 the revised scale from the 1st day of April 1976 shall, unless in any case the State Government by a special order otherwise directs, be fixed in the revised scale at the stage equal to the sum of,—

(a) his existing emoluments, and

(b) an amount equal to five per cent of his basic pay subject to a minimum of Rs. 25, and where there is no such stage in the revised scale, at the stage next above that sum :

Provided that,—

(i) if the sum referred to above, is less than the minimum of the revised scale, the pay shall be fixed at the minimum of that scale, and

(ii) if the sum is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale and the difference, if any, between the existing emoluments and the maximum of the pay scale shall be allowed as personal pay to be absorbed in future increases in pay :

Provided further that, except in cases where pay is fixed at the minimum of the revised scales, if the pay in the revised scale, as so determined exceeds the existing emoluments by more than Rs. 100, the initial pay shall be fixed at the highest stage in the revised scale at which the pay will not exceed the existing emoluments by Rs. 100 and the difference, if any, between the existing emoluments plus Rs. 100 and the pay so fixed shall be allowed as personal pay to be absorbed in future increments or increases in pay.

Explanation.—When 5 per cent of the basic pay is worked out as required under this clause and the amount arrived include a fraction of a rupee, then if such fraction is fifty paise or more, it shall be increased to one complete rupee and if such fraction is less than fifty paise, it shall be ignored.

Note 1.—Where a *Parishad* servant is holding a permanent post and is officiating in a higher post and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this clause with reference to the officiating post only, provided he has continuously officiated in that post for not less than one year as on the 1st day of April 1976, and the pay so fixed shall be treated as substantive pay. Where such *Parishad* servant has not completed one year's continuous service in the higher officiating post as on the 1st day of April 1976, his pay in the revised scale shall be fixed separately with reference to his substantive pay and officiating pay in the existing scales and his pay in the revised scale fixed with reference to the officiating pay shall be treated as substantive pay in that scale either on confirmation in the higher officiating post or after rendering service for the period by which it fell short of one year on the 1st day of April 1976 whichever is earlier:

Provided that in the latter case, it is certified by the appointing authority that he would have continued to officiate in the higher officiating post during this period had the revised scale not been introduced. If, however, the appointing authority certifies that he would have reverted to the lower post during this period, his pay in the revised scale shall, from the date on which he would have reverted, be regulated on the basis of the pay fixed on the 1st day of April 1976, with reference to his substantive pay in the lower post.

The provisions of this Note shall apply, *mutatis-mutandis*, to *Parishad* servants holding in an officiating capacity posts on different existing scales which have been replaced by a single revised scale.

Note 2.—Wherein the fixation of pay under this clause, the pay of *Parishad* servants drawing pay at more than five consecutive stages in the existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of those *Parishad* servants who are drawing pay beyond the first five consecutive stages in the existing scale shall be stepped up by grant of increment or increments in the revised scale in the following manner, namely :—

(a) for *Parishad* servants drawing pay from the 6th upto the 10th stage, in the existing scales—by one increment;

(b) for *Parishad* servants drawing pay from the 11th upto the 15th stage in the existing scale, if there is bunching beyond 10th stage—by two increments;

(c) for *Parishad* servants drawing pay from the 16th upto the 20th stage in the existing scale, if there is bunching beyond the 15th stage—by three increments.

If by stepping up of the pay as above, the pay of a *Parishad* servant gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a *Parishad* servant who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.

Explanation.—The provisions of Note shall apply even where the conditions stipulated therein for the grant of additional increments are satisfied theoretically, though no such cases may actually exist on an establishment.

Note 3.—If in the fixation of pay under this clause, the pay of a *Parishad* servant, who, in the existing scale was drawing immediately before 1st day of April 1976 more pay than another *Parishad* servant junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the junior.

7. *Date of next increment in the revised scale.*—The next increment of a *Parishad* servant whose pay has been fixed in the revised scale in accordance with clause 6 shall be granted on the date on which he would have drawn an increment had he continued in the existing scale or on the date on which an increment falls due in the revised scale whichever is earlier :

Provided that, in cases where the pay of a *Parishad* servant is stepped up in terms of Note 1 to clause 6, the next increment shall be granted on completion of the full incremental period required to earn an increment in the revised scale.

Provided further that, in the cases other than those covered by the preceding proviso, the next increment of a *Parishad* servant whose pay is fixed on the 1st day of April 1976 at the same stage as the one fixed for another *Parishad* servant junior to him in the same cadre and drawing pay at a lower stage than his in the existing scale, shall be granted on the same date as admissible to his junior, if the date of increment of the junior happens to be earlier.

Note.—In the case of a *Parishad* servant drawing pay at the maximum of the existing scale, the next increment shall be granted on the completion of service of the full incremental period counting from the date on which he reached the maximum of the existing scale. In cases where a *Parishad* servant has already rendered on the 1st day of April 1976 service, at the maximum of the existing scale, required to earn an increment in the revised scale, the next increment shall be granted on the 1st day of April 1976 itself.

8. *Regulation of Interim Relief.*—The Interim relief of Rs. 15 p.m. sanctioned in Government Resolution, Finance Department No. PCR. 1077-CR.958-SER.7, dated 7th October 1977 shall be withdrawn as from the 1st day of April 1976 and the amount already drawn as from that date to the 31st day of May 1978, from which date it has been discontinued under Government Resolution, Rural Development Department No. DSR-2478/1555/CR-1931/XI, dated 15th May 1978, shall be adjusted against the pay admissible under this order. Recovery of overpayments, if any, shall be waived.

9. *Fixation of pay in the revised scales subsequent to 1st day of April 1976.*—Where a *Parishad* servant continues to draw pay in the existing scale and elects to come over to the revised scale from a date later than the 1st day of April 1976 his pay in the revised scale from such later date shall be fixed as under :—

(a) If the *Parishad* servant elects to come over to the revised scale from a date not later than the 30th day of September 1978, his pay shall be fixed under the provisions of clause 6; and

(b) If he elects to come over to the revised scale from a date after 30th day of September 1978, his pay in the revised scale shall be fixed at the stage equal to his existing emoluments, defined in clause 2(iv) as on that date and if there is no such stage in the revised scale, at the stage next below the existing emoluments, the difference being granted to him as personal pay, to be absorbed in future increments.

10. *Fixation of pay on reappointment after 1st day of April 1976 to a post held prior to that date.*—A *Parishad* servant who has officiated in a post prior to the 1st day of April 1976, but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised scale of pay, shall be allowed the benefit of the proviso to rule 41 of the Bombay Civil Services Rules, 1959 to the extent it would have been admissible had he been holding that post on the 1st day of April 1976 and had elected the revised scale of pay from that date.

11. *Over-riding effect of the Order.*—The provisions of Bombay Civil Services Rules, 1959 shall not save as otherwise provided in this Order apply to cases where the pay is regulated under this Order to the extent they are inconsistent with this Order.

12. *Power to relax.*—Where the Government of Maharashtra is satisfied that the operation of all or any of the provisions of this Order causes undue hardship in any particular case, it may by an Order, dispense with or relax the requirements under this Order to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner.

13. *Interpretation.*—If any question arises relating to interpretation of any of the provisions of this Order, it shall be referred to Government of Maharashtra in Rural Development Department whose decision thereon shall be final.

14. This order issues with the concurrence of Education and Youth Services Department and of Finance Department vide Finance Department's U.O.R. No. CR-45/SER-10, dated the 11th April, 1978.

By order and in the name of the Governor of Maharashtra,

J. INNOCENT,
Secretary to Government.

To

The Secretary to Governor,
The Secretary to Chief Minister,
The Secretary to Deputy Chief Minister,
The Private Secretaries to all Ministers,
The Personal Assistants to all Ministers of State,
The Commissioners of Divisions (5 copies each.),
The Presidents of all Zilla Parishads,
The Chief Executive Officers of all Zilla Parishads, (150 copies each),
The Accountant General Maharashtra I, Bombay (10 copies),
The Accountant General Maharashtra II, Nagpur (10 copies),
The Chief Auditor Local Fund Accounts, Bombay (10 copies),
The Deputy Chief Auditor, Local Fund Accounts, Bombay, Pune, Aurangabad, Nagpur (10 copies each.),
The Finance Department (S.E.R. 10),
The Desk IV and IX of the Rural Development Department,
All Officers and Desks in Rural Development Department,
All Departments in Mantralaya,
The Chief Director of Information and Public Relations for issue of Press Note,
The Select File (Desk XI).

FORM OF OPTION

(See Clause 5)

*(i) I, _____, hereby
elect the revised scale of the post of _____

*held by me _____

*would have been held by me but for appointment to a higher post with effect from 1st day of April 1976. _____

*(ii) I, _____, hereby
elect to retain the existing scale of Rs. _____

in the post of _____

*held by me _____

*would have been held by me but for appointment to a higher post _____

until.

*the date of my next increment _____

*the date of my subsequent increment raising my pay to Rs. _____

*I vacate or cease to draw pay in that scale. _____

2. The option exercised hereby is final and will not be modified at any subsequent date.

Date _____

Signature

Signed before me

Date _____

Signature
Head of Office

*To be scored out if not applicable.

Note :—The option should be exercised separately in respect of the pay scale of the post actually held on 1st day of April 1976 and of the pay scale of the lower post, if any, which would have been held but for the appointment to a higher post (*Vide* Sub-clause 2 of clause 4).

SCHEDULE

[See Clause 2 (xi)]

Serial No.	Service	Cadre	Post	Pay scale with special pay if any (in rupees) for the period ending 31st March 1976.	Pay scale with special pay if any (in rupees) for the period from 1st April 1976.
1	2	3	4	5	6
1	District Technical Service (Class III) (Agriculture)	(1) Grade I	Agricultural Officer.	275-15-410-EB-20-570	500-20-700-25-900
		(2) Grade II	Agricultural Supervisor	200-10-280-EB-15-400 Higher starting pay of Rs. 250 for post Graduate.	365-15-500-20-600 Extension-20-760-Higher starting pay of Rs. 410 for Agriculture Graduate.
		(3) Grade III	Junior Agricultural Supervisor	150-8-190-10-230-EB-10-280-15-325. Higher starting Pay of Rs. 200 for Agriculture Graduate.	335-15-500-20-580-Extension-20-680.
			Extension Officer (Agriculture)		
			Selection Grade	250-10-320-15-410-EB-20-570	365-15-500-20-660- Extension-20-760- Higher starting Pay of Rs. 410 for Agriculture Graduate.
			Basic Grade	150-10-280-EB-15-400 Higher starting pay of Rs. 200 for Agriculture Graduate and Rs. 250 for post Graduate.	
2	District Technical Service (Class III) (Animal Husbandry.)	(1) Grade II	Veterinary Officer.	170-10-260-EB-15-380-20-500 Higher starting pay of Rs. 275 for Veterinary Graduate.	500-20-700-25-900
			Extension Officer (Animal Husbandry).		
			Selection Grade	250-10-320-15-400-EB-20-570	500-20-700-25-900
			Basic Grade	170-10-260-EB-15-380-20-500 Higher starting pay of Rs. 275 for Veterinary Graduate.	
		(2) Grade III	(i) Junior Veterinary Officer	150-8-190-10-230-EB-10-280-15-325.	335-15-500-20-580- Extension-20-680.
			(ii) Junior Animal Husbandry Officer.		
3	District Service (Class III) (Subordinate Animal Husbandry.)	(1) Grade I	(i) Stockman	115-4-135-5-160-EB-8-200-10-250	290-10-390-15-465- Extension-15-540.
			(ii) Senior Veterinary Compounder.	115-4-135-5-160-EB-5-185-6-215.	260-10-390-15-420-Extension-15-495.
		(2) Grade II	(i) Veterinary pounder.	95-2-105-3-120-EB-3-135.	250-7-285-10-385-Extension-10-435.
4	District Technical Service (Class III) (Educational)	(1) Grade II	(i) Extension (Education) Officer	200-10-280-EB-15-400	395-15-500-20-700- Extension-20-800.
			(ii) Senior Assistant Deputy Educational Inspector.	Do.	Do.
			(iii) Assistant Education Officer.	Do.	Do.
		(2) Grade III	(i) Junior Extension Officer (Education).	150-10-230-EB-10-270-15-300	335-15-500-20-580-Extension-20-680.
			(ii) Assistant Deputy Educational Inspector.	Do	Do.
			(iii) Assistant Education Officer (Junior)	Do	Do.
			(iv) Mukhya Sevika	Do	Do.
5	District Service (Class III) (Subordinate Educational)	(1) Grade I	(i) Gram Sevika	115-4-135-5-160-EB-5-185-6-215.	260-10-390-15-420- Extension-15-495.

SCHEDULE—contd.

Serial No.	Service	Cadre	Post	Pay scale with special pay if any (in rupees) for the period ending 31st March 1976.	Pay scale with special pay, if any (in rupees) for the period from 1st April 1976.
1	2	3	4	5	6
		(2) Cadres relating to the following as they existed immediately before the 1st May 1962 in the Primary, Middle and Secondary Schools transferred to Zilla Parishad :—			
		1. Teachers who have passed the Primary School Certificate Examination or other equivalent examination but who are not trained.	90-2-98-3-110		250-7-285-10-385—Extension-10-435.
		2. Teachers who have passed the Secondary School Certificate Examination or other equivalent examination but who are not trained.	105-4-125		260-10-390-15-420—Extension-15-495.
		3. Teachers who have passed either the Primary School Certificate Examination or Secondary School Certificate Examination or any other equivalent examination and who are treated as experienced teachers in accordance with the orders issued in Government Resolution. E. and S.W. Department No. TCM 2862-A. dated the 28th June 1962.	100-3-124—E.B.—4-160		250-7-285-10-385—Extension-10-435.
		4-A. Teachers who have passed the Primary School Certificate Examination or an equivalent examination and also the Primary School Teachers' Certificate Examination (two years course).	110-3-122-4-150—E.B.—4-170-5-185		260-10-390-15-420—Extension-15-495.
		B. Teachers who have passed the Primary School Certificate Examination or an equivalent examination and who have secured training certificate prior to 1958 according to the old or new course.	Do.		Do.
		C. Teachers who have passed the Primary School Certificate Examination or other equivalent examination and who are treated as deemed trained teacher under Government Resolution; Education Department, No. S.72, dated the 1st October 1946.	Do.		Do.

SCHEDULE—*contd.*

Serial No.	Service	Cadre	Post	Pay scale with special pay, if any, (in rupees) for the period ending 31st March 1976	Pay scale with special pay, if any, (in rupees) for the period from 1st April 1976
1	2	3	4	5	6
			D. Teachers who have Passed the Primary School Certificate Examination or other equivalent Examination and who are treated as trained in accordance with the order in Government Resolution Education Department, No. TCM.285-A, dated the 8th October 1957.	110—3—122—4—150— E.B—4—170—5—185.	260—10—390—15—420—Extension—15—495.
			E. Teachers who have passed the Primary School Certificate or other equivalent examination and who were treated as trained by the Ex-Governments of Madhya Pradesh and Hyderabad prior to 1st November 1956.	Do.	Do.
			5A. Teachers who have passed the S.S.C. Examination or other equivalent examination and also the Junior Primary Teachers' Certificate Examination after 1958.	115—4—135—5—160—E.B—5 210.	290—10—390—15—465— Extension—15—540.
			B. Teachers who have passed the Secondary School Certificate examination or other equivalent Examination and the old one year's training course.	Do.	Do.
			C. Teachers who have passed the S.S.C. Examination or other equivalent examination and the two years' training course, if any.	Do.	Do.
			D. Teachers who have passed the S.S.C. Examination or other equivalent examination and who are treated as deemed trained under Government Resolution, Education Department, No. S.72, dated the 1st October 1946.	Do.	Do.
			E. Teachers who have passed the S.S.C. Examination or other equivalent examination and who are treated as trained in accordance with the orders in Government Resolution Education Department No. TCM. 1957-A, dated the 8th October 1957.	Do.	Do.

SCHEDULE—contd.

Serial No.	Service	Cadre	Post	Pay scale with special pay, if any, (in rupees) for the period ending 31st March 1976	Pay scale with special pay, if any, (in rupees) for the period from 1st April 1976
1	2	3	4	5	6
			F. Teachers who have passed the S.S.C. Examination or other equivalent examination and who were treated as trained by the Ex-Governments of M. P. and Hyderabad prior to 1st November 1956.	115—4—135—5—160—EB—5—210.	290—10—390—15—465—Extension—15—540.
			G. Untrained teachers in Marathwada Region possessing qualification lower than Munshi Matriculation qualifications.	(i) 30—42 (Pre 1962 Scale) (ii) 42—52 (Pre 1962 Scale)	250—7—285—10—385—Extension—10—435.
			6. Teachers who have passed the S.S.C. Examination or other equivalent Examination and who have passed the Senior Primary Teachers' Certificate Examination, or Diploma in Education (Primary) or Diploma in Education (Pre-primary) examination which are courses each of two year's duration.	120—4—140—5—165—E.B.—5—190—6—220.	290—10—390—15—465—Extension—15—540.
			7. Head Masters (For Primary Schools).	145—5—175—6—187—EB—6—205—9—250.	335—15—500—20—580—Extension—20—680.
			8. Special Teachers—		
			(A) Hindi teachers who have passed the Primary School Certificate Examination or have acquired the prescribed minimum qualifications in Hindi but who are untrained.	90—2—98—3—110. ..	250—7—285—10—385—Extension—10—435.
			(B) Hindi teachers who have passed the S.S.C. Examination or have acquired the prescribed equivalent qualifications in Hindi but who are untrained.	105—4—125. ..	260—10—390—15—420—Extension—15—495.
			(C) Hindi teachers who have passed the P.S.C. Examination or who have secured prescribed qualifications in Hindi and who are trained.	110—3—122—4—150—EB.—4—170—5—185.	Do.
			(D) Hindi teachers who have passed the S.S.C. Examination or other equivalent examination or who have prescribed equivalent qualifications in Hindi and who are trained.	115—4—135—5—160—EB.—5—210.	290—10—390—15—465—Extension—15—540.
			9. All other special teachers, that is, Drawing, Music, Sewing, etc. teachers.	90—2—98—3—116—EB.—3—128—4—160.	250—7—285—10—385—Extension—10—435.

SCHEDULE—*contd.*

Serial No.	Service	Cadre	Post	Pay scale with special pay, if any, (in rupees) for the period ending 31st March 1976.	Pay scale with special pay, if any, (in rupees) for the period from 1st April 1976.
1	2	3	4	5	6
	Teachers in the Secondary Schools.			(1) Additional pay for higher qualifications sanctioned to teachers under the Maharashtra Zilla Parishads (Pay Scales and Dearness Allowance) Rules, 1962.	Additional Pay discontinued with effect from 1st April 1976—However, in the case of those who were in service on 31st March 1976, the additional pay drawn may be taken into account for the purpose of pay fixation but it may not be treated as pay for calculating 5 per cent.
				(2) Special pay of Rs. 8 for Trained Matriculate teachers in Secondary Schools Teaching Std. VIII or any higher Standard for at least $\frac{1}{3}$ rd periods of workload.	Special pay of Rs. 8 to continue.
		(10) (i) Head Master/Mistress in Secondary Schools (enrolment up to 300).		250—20—450—25—475. or Pay-scale prescribed for Assistant Teachers in Secondary schools <i>plus</i> and alternative allowance of Rs. 65 per month.	Enrolment 500 and below 600—30—750—40—950.
		(ii) Head Master/Mistress in Secondary Schools (enrolment from 301 to 500).		300—20—460—25—510. or Pay-Scale prescribed for Assistant Teachers in Secondary schools <i>plus</i> an alternative allowance of Rs. 125 per month.	
		(iii) Head Master/Mistress in Secondary Schools (enrolment from 501 to 1,000).		360—20—460—25—560—30—650. or Pay-Scale prescribed for Assistant Teachers in Secondary schools <i>plus</i> an alternative allowance of Rs. 175 per month.	Enrolment above 500 750—40—1150.
		(iv) Head Master/Mistress in Secondary Schools (enrolment above 1,000).		400—30—640—45—730—50—830. or Pay-scale prescribed for Assistant Teachers in Secondary schools <i>plus</i> a alternative allowance of Rs. 225 per month.	
		Note—"The Alternative Allowance admissible to Head Masters should be discontinued and they should be brought on approved scales".			
		(v) Head Master/Mistress in Indian English Middle School.		Qualification based pay-scale applicable from 1st April 1966 <i>plus</i> a special pay of Rs. 30 per month.	Qualification based pay scale applicable from 1st April 1976 as mentioned in the Table, appended hereto.
		(2) Lecturer in Higher Secondary School.		Qualification based pay-scale applicable from 1st April 1966 <i>plus</i> a special pay of Rs. 50 per month.	Qualification based pay-scale from 1st April 1976 as mentioned in the Table appended hereto.
		(3) School Counsellor		Qualification based pay-scale applicable from 1st April 1966 <i>plus</i> a special pay of Rs. 50 per month.	Do

SCHEDULE—contd.

Serial No.	Service	Cadre	Post	Pay scale with special pay, if any, (in rupees) for the period ending 31st March 1976.	Pay scale with special pay, if any, (in rupees) for the period from 1st April 1976.
1	2	3	4	5	6
		(a) Assistant Teachers in Secondary schools.		Qualification based pay scale applicable from 1st April 1966. Special pay of Rs. 50 per month shall be payable to those who are trained graduates having at least ten years' experience in teaching higher Secondary standard (i.e. Standard XI in Vidarbha and Standard XII (new) in Marathwada) and who teach in that standard at least six periods in a week those subjects which were special subjects at their degree examinations.	Qualification based pay-scale from 1st April 1976 as mentioned in the Table appended hereto.
		(a) Sanskrit Teachers			
		(a) Shashtri (Graduate) without S.T.C.		150—5—170.	335—15—500—20—580— Extension—20—680.
		(b) Shashtri (Graduate) with S.T.C.		165—6—195—7—230—EB—7— —265—10—285.	365—15—500—20—660— Extension—20—760. Ex-
		(c) Shashtri without S.T.C.		(a) Rs. 115—4—135 for those who were in service on or before 31st March 1966. (b) 105—4—125 for those who joined on or after 1st April, 1966.	260—10—390—15—420— Extension—15—495. Ex-
		(d) Shashtri with S.T.C.		130—4—150—5—165—E.B.—5— —190—6—220.	290—10—390—15—465— Extension—15—540. Ex-
		(5) Craft Teachers			
		(i) Non P.S.C. or those who have not passed VIIIth or above with certificate in craft.		90—2—98—3—116—EB—3— 128—4—160.	250—7—285—10—385— Extension—10—435. Ex-
		(ii) P.S.C. Plus certificate and/or Diploma in Tailoring and/ or Embroidery courses approved by the Dir. of Technical Education.		130—4—150—5—165—EB—5— —190—6—220.	260—10—390—15—420— Extension—15—495. Ex-
		(iii) Matric with Craft Certificate.		130—4—150—5—165—EB—5— —190—6—220.	290—10—390—15—465— Extension—15—540. Ex-
		(6) (i) Drawing Master/ Teachers.		175—10—265—EB—10—325— 15—400 (For Art Masters)	365—15—500—20—660— Extension—20—760. (With a higher starting pay of Rs. 395 for those possessing Art Master's Diploma). Ex-
		(ii) Junior Drawing Master/Teacher.		(a) 130—4—150—5—165—EB— —5—190—6—220. (For holders of the Drawing Teacher's Certificate or Drawing Master Certificates). (b) 150—5—170— (For holders of G.D. Arts).	290—10—390—15—465— Extension—15—540. (For holders of the Drawing Teacher's Certificate or Drawing Master Certificate). 365—15—500—20—660— Extension—20—760. (For holders of G.D. Arts). Ex-
		(iii) Drawing Teachers in Marathwada Region only.			
		(a) Junior Teacher.	Drawing	130—4—150—5—165—EB—5— —190—6—220.	290—10—390—15—465— Extension—15—540. Ex-
		(b) Senior Teacher.	Drawing	130—4—150—5—165—EB—5— —190—6—220.	290—10—390—15—465— Extension—15—540. Ex-
		(c) Special Teacher.	Drawing	165—6—195—7—230—EB—7— —265—10—285.	365—15—500—20—660— Extension—20—760. Ex-

SCHEDULE—contd.

Serial No.	Service	Cadre	Post	Pay scale with special pay, if any, (in rupees) for the period ending 31st March 1976.	Pay scale with special pay, if any, (in rupees) for the period from 1st April 1976.
1	2	3	4	5	6
		(7) Hindi Teachers in Secondary Schools.			
				(i) 150—5—170. (For holders of B.A. Degree with Hindi and without H.S.S.)	(i) 335—15—500—20—580—Extension—20—680.
				(ii) 165—6—195—7—230—EB—7—265—10—285.	
				(a) A Graduate with Junior H.S.S. in First and Second Class shall be entitled for two advance increments and one advance increment, respectively.	(ii) 365—15—500—20—660—Extension—20—760. (For Graduates with Junior H.S.S. or Senior H.S.S.)
				(b) A trained Graduate with Junior H.S.S. in First, Second or Pass Class shall respectively, be entitled to three, two and one additional increment.	
				(iii) 165—6—195—7—230—EB—7—265—10—285. (With two advance increments for Graduate with Senior H.S.S. provided he is teaching Hindi 3/4ths periods of his total hours of work load.)	
				(a) A Graduate with Second Class Senior H.S.S. shall be entitled to three advance increments in his scale and a graduate with First class Senior H.S.S. shall be entitled to four advance increments.	(iii) 365—15—500—20—660—Extension—20—760. (For Graduate with Junior H.S.S. or Senior H.S.S.)
				(b) A trained graduate with Senior H.S.S. shall be entitled to two advance increments in this scale.	
		Non-Graduate Hindi Teachers.			
		(a) Matric/S.S.C. with Kovid (Rashtrabhasha Prachar Samiti, Wardha) or Pravara (Maharashtra Rashtrabhasha Sabha, Pune) or Visharad (Dakshin Bharat Hindi Prachar Sabha, Madras) or any other Hindi Examination regarded as equivalent to Intermediate by the Government of India.		(i) Rs. 115—4—135 for those who were in service on or before 31st March 1966.	260—10—390—15—420—Extension—15—495.
				(ii) 105—4—125 for those who joined on or after 1st April, 1966.	
		(b) Matric or S.S.C. or Intermediate with Junior H.S.S. or Senior H.S.S. or Hindi Shikshak Sanad.		130—4—150—5—165—EB—5—190—6—220.	
				(i) An Intermediate or Matriculate (S.S.C.) with Junior H.S.S. in first or second class shall, respectively, be entitled to two advance and one advance increment.	290—10—390—15—465—Extension—15—540. (For those who are Matric/S.S.C./Intermediate with Junior H.S.S. or Senior H.S.S. or Hindi Shikshak Sanad.)
				(ii) A trained Intermediate/Matriculate (S.S.C.) with Junior H.S.S. in first, second or pass class shall, respectively, be entitled to three, two and one additional increment.	

SCHEDULE—*contd.*

Serial No.	Service	Cadre	Post	Pay scale with special pay if any (in rupees) for the period ending 31st March 1976.	Pay scale with special pay if any (in rupees) for the period from 1st April 1976.
1	2	3	4	5	6
		(c) Matric or Intermediate with Senior H.S.S.	Inter-Senior	130—4—150—5—165—EB—5—190—6—220. (i) A Matriculate, S.S.C. or Intermediate first or second class shall respectively, be entitled to four and three advance increments. (ii) A trained undergraduate with Senior H.S.S. shall be entitled to an additional allowance equal to two increments in his scale.	290—10—390—15—465—Extension—15—540. (For those who are Matric/S.S.C./Intermediate/with Junior H.S.S. or Senior H.S.S. or Hindi Shikshak Sanad.)
		(8) Domestic Science Master/Mistress.		Qualification based pay scales.	Qualification based pay scales from 1st April, 1976, as mentioned in the Table appended hereto.
		(9) Shorthand and Typewriting Instructor.		135—5—170—6—188—EB—6—200—8—240—10—290.	335—15—500—20—580—Extension—20—680.
		(10) Music Teacher		(a) 165—6—195—7—230—EB—7—265—10—285. (for those who are Matric or S.S.C. with Sangit Visharad) (b) 130—4—150—5—165—EB—5—190—6—220. (for those who are Sangit Visharad without being Matric).	335—15—500—20—580—Extension—20—680. (for those who are Matric or S.S.C. with Sangit Visharad) 290—10—390—15—465—Extension—15—540. (for those who are Sangit Visharad without being Matric)
		(11) Assistant Masters and Assistant Mistresses in the middle departments of High Schools and Indian English Middle Schools.		Qualification based pay scale applicable from 1st April 1966.	Qualification based pay scales applicable from 1st April 1976 as mentioned in the Table appended hereto
		(12) Physical Training Instructor.		130—4—150—5—165—EB—5—190—6—220.	260—10—390—15—420—Extension—15—495.
		(A) Non-Matric Physical Instructor.		(For existing incumbents only i.e. those who were in service prior to 1st April, 1976.)	
		(B) Matric with short term course in Physical education.		130—4—150—5—165—EB—5—190—6—220.	290—10—390—15—465—Extension—15—540.
		(C) Matric with one year's certificate course in physical education.		130—4—150—5—165—EB—5—190—6—220. (i) The scale in category (B) should be treated as personal to those teachers who are working as Physical Instructor at present and not to new entrants. (ii) Persons in category (C) shall be intitled to two advance increments.	290—10—390—15—465—Extension—15—540.
		(D) Physical Training Instructor (Graduate) or Kandivli Trained (B.A./B.Sc./B.Com./B.Sc. (Agril.) and D. P. Ed.)		175—10—265—EB—10—325—15—400.	365—15—500—20—660—Extension—20—760.
		(13) Field Assistant—(S. S. C. plus 6 months course in Agriculture)		130—4—150—5—165—5—190—6—220.	260—10—390—15—420—Extension—15—495.

SCHEDULE—contd.

Serial No.	Service	Cadre	Post	Pay scale with special pay if any (in rupees) for the period ending 31st March 1976.	Pay scale with special pay if any (in rupees) for the period from 1st April 1976.
1	2	3	4	5	6
			(14) <i>Tabalji</i> (with necessary experience)	110—3—122—4—150—EB—5—175.	250—7—285—10—385—Extension—10—435.
			(15) <i>Pre-Primary Teachers.</i>	(i) 110—3—122—4—150—EB—4—170—5—185. (For Montesory Trained Teachers who have passed P.S.C. or other equivalent Examination and passed 2 years, Pre-P.T.C. Examination).	(i) 260—10—390—15—420—Extension—15—495. (for Montesory Trained Teachers who have passed P.S.C. or any other equivalent examination and passed two years, Pre-P.T.C. Examination).
				(ii) 115—4—135—5—160—EB—5—210. (for those who have passed S. S. C. or any other equivalent examination and passed 1 year Pre-P.T.C. Examination.)	(ii) 290—10—390—15—465—Extension—15—540. (for those who have passed S. S. C. or any other equivalent examination and passed one year Pre-P.T.C. Examination.)
				(iii) 70 fixed (Pre 1962 Scale). Teachers who have passed P.S.C. or equivalent examination and possess one year's Montesory Training Diploma of Ex. M. P. Government.	260—10—390—15—420—Extension—15—495.
				(iv) 120—4—140—5—165—EB—5—190—6—220. Teachers who have passed S.S.C. or equivalent examination and hold a Diploma in Education. (Pre-Primary and Two year's duration).	290—10—390—15—465—Extension—15—540.
6	District Technical Service (Class III) (Health)	(1) Grade I ..	Senior Medical Officer	275—15—410—EB—20—570	395—15—500—20—700—Extension—20—800.
		(2) Grade II ..	(i) Epidemic Medical Officer.	200—10—280—EB—15—400.	395—15—500—20—700—Extension—20—800.
			(ii) Medical Officer		
			(iii) Senior Sanitary Inspector.	170—10—280—EB—15—400.	365—15—500—20—660—Extension—20—760.
			(iv) Public Health Nurse	200—10—290—15—350.	365—15—500—20—660—Extension—20—760.
			Extension officer (Health)		
			Selection Grade ..	250—10—320—15—410—EB—20—570.	365—15—500—20—660—Extension—20—760.
			Basic Grade ..	150—10—280—EB—15—400.	
		(3) Grade III	(i) Sanitary Inspector ..	145—5—185—EB—6—233—7—240.	290—10—390—15—465—Extension—15—540.
			(ii) Block level Supervisor.	Do.	Do.
			(iii) Health Assistant ..	150—8—190—10—240—EB—10—280—15—340.	335—15—500—20—580—Extension—20—680.
			(iv) Junior Medical Officer.	150—8—190—10—240—EB—10—280—15—340.	365—15—500—20—660—Extension—20—760.
			(v) Nurse Midwife ..	160—5—170—6—200—8—240—10—250.	365—15—500—20—660—Extension—20—760.
			(vi) Senior Ayurvedic Vaidya.	150—8—190—10—240—EB—10—280—15—340.	365—15—500—20—660—Extension—20—760.
			(vii) Senior Unani Hakim	Do.	Do.
			(viii) Health Visitor ..	160—5—170—6—200—8—240—10—250.	290—10—390—15—465—Extension—15—540.
			(ix) Auxiliary Nurse Midwife.	160—5—185—6—215	290—10—390—15—465—Extension—15—540.
			(x) Leprosy Technician	145—5—185—EB—6—233—7—240.	335—15—500—20—580—Extension—20—680.
			(xi) Artist-cum-Photographer.	150—10—230—EB—10—270—15—300.	365—15—500—20—660—Extension—20—760.
			(xii) Co-ordinator (Family Planning)	145—5—185—EB—6—233—7—240.	290—10—390—15—465—Extension—15—540.

SCHEDULE—contd.

Serial No.	Service	Grade	Post	Pay scale with special pay if any, (in rupees) for the period ending 31st March 1976.	Pay scale with special pay if any, (in rupees) for the period from 1st April 1976.
1	2	3	4	5	6
9	District Service (Class III) (Subordinate Engineering).	(1) Grade I	(i) Tracer	115-4-135-5-160-E. B.— 5-185-6-215.	260-10-390-15-420-Extn. —15-495.
			(ii) Computer	115-4-135-5-160-E. B.— 5-185-6-215.	260-10-390-15-420-Extn. —15-495.
			(iii) Assistant to Extension Officer (Works)	115-4-135-5-160-E. B.— 5-185-6-215.	290-10-390-15-465-Extn. —15-540.
			(iv) Junior Draftsman	115-4-135-5-160-E. B.— 5-185-6-215. Special pay of Rs. 30.	290-10-390-15-465-Extn. —15-540. Special pay merged in the revised scale.
			(v) Road Roller Driver	110-3-122-4-150-E. B.— 5-195.	250-7-285-10-385-Extn. —10-435.
			(vi) Tractor Driver	110-3-122-4-150-E. B.— 5-195.	250-7-285-10-385-Extn. —10-435.
			(vii) Mistry (Grade I)	110-3-122-4-150-E. B.— 5-195.	260-10-390-15-420-Extn. —15-495.
			(viii) Wireman	110-3-122-4-150-E. B.— 5-175.	250-7-285-10-385-Extn. —10-435.
			(ix) Junior Mechanic (Audio Visual)	110-3-122-4-150-E. B.— 5-175.	260-10-390-15-420-Extn. —15-495.
			(x) Driver	110-3-122-4-150-E. B.— 5-195.	250-7-285-10-385-Extn. —10-435.
			(xi) Junior Mechanic	110-3-122-4-150-E. B.— 5-175.	250-7-285-10-385-Extn. —10-435.
		(2) Grade II	(i) Mistry (Grade II)	95-2-105-3-120-E. B.— 3-135.	250-7-285-10-385-Extn. —10-435.
			(ii) Fitter	95-2-105-3-120-E. B.— 3-135.	250-7-285-10-385-Extn. —10-435.
				Starting pay of Rs. 101 to those who have completed the prescribed course.	
10	District Technical Service (Class III) (Executive and Village Extension).	(1) Grade I	Assistant Block Development Officer.	275-15-410-E.B.—20-570.	500-20-700-25-900.
		(2) Grade II	(i) Extension Officer (Panchayat and Social Welfare).	(1) 250-10-320-15-410-E.B.—20-570. (Selection Grade) (2) 150-10-280-E.B.—15-400 (Basic Grade).	365-15-500-20-660-Extn. —20-760.
			(ii) Block Supervisor	200-10-290-15-350	
		(3) Grade III	(i) Village Development Officer.	150-10-230-E.B.—10-270 —15-300 (Higher starting pay of Rs. 170 for B.Sc. (Agril)).	335-15-500-20-580-Extn.—20-680.
			(ii) Junior Block Supervisor	150-10-230-E.B.—10-270 —15-300	335-15-500-20-580-Extn.—20-680.
11	District Service (Class III) (Subordinate Executive and Village Extension).	(1) Grade I	(i) Gram Sevak	115-4-135-5-160-E.B.— 5-185-6-203-E.B.—6-215-7-250.	260-10-390-15-420-Extn.—15-495. (Higher starting pay of Rs. 310 for Agriculture Graduate).
			(ii) Senior Social Welfare Assistant.	115-4-135-5-160-E.B.— 5-185-6-215.	260-10-390-15-420-Extn.—15-495.
		(2) Grade II	(i) Assistant Gram Sevak	110-3-140-E.B.—4-160-5-180.	260-10-390-15-420-Extn.—15-495.
			(ii) Social Welfare Assistant.	95-2-105-3-120-E.B.—3-135.	250-7-285-10-385-Extn.—10-435.

19
SCHEDULE—contd.

Serial No.	Service	Cadre	Post	Pay scale with special pay, if any, (in rupees) for the period ending 31st March 1976.	Pay scale with special pay, if any, (in rupees) for the period from 1st April 1976.
1	2	3	4	5	6
12	District Service (Class III) (Ministerial)	(1) Grade I (2) Grade II (3) Grade III	Sectional Officer Superintendent (i) Senior Assistant (ii) Stenographer	275—15—410—E.B.—20—570 200—10—290—15—350 150—10—230—E.B.—10—270 15—300. 180—6—210—8—250—E.B.— 10—310—15—340—E.B.— 15—400. (For those possessing a minimum shorthand speed of 100 words per minute).	500—20—700—25—900 395—15—500—20—700— Extn.—20—800. 335—15—500—20—580— Extn.—20—680. 395—15—500—20—700— Extn.—20—800.
13	District Subordinate (Class III) (Ministerial)	(1) Grade I (ii) Store Assistant (iv) Steno-Typist	(i) Junior Assistant (ii) Store Keeper (iii) Store Assistant (iv) Steno-Typist	115—4—135—5—160—E.B.— 5—185—6—215. 115—4—135—5—160—E.B.— 5—185—6—215. (Shorthand allowance of Rs. 25)	260—10—390—15—420— Extn.—15—495. (i) 260—10—390—15—420— Extn.—15—495. (Shorthand allowance as at present for those borne on the clerical cadre of the Department). (ii) 335—15—500—20—580— Extn.—20—680. For others.
14	District Service (Class III) (Statistical)	(1) Grade I (2) Grade II (3) Grade III	Statistical Supervisor (i) Planning Assistant (ii) Statistical Assistant (i) Senior Assistant (Statistics) (ii) Junior Statistical Assistant.	275—15—410—E.B.—20—570 200—10—290—15—350 200—10—290—15—350 170—10—250—E.B.—10—280 15—340. Do. Do.	500—20—700—25—900 395—15—500—20—700— Extension—20—800. 395—15—500—20—700— Extension—20—800. 335—15—500—20—580— Extension—20—680. Do. Do.
15	District Service (Class III) (Accounts)	(1) Grade I (2) Grade II (3) Grade III	(i) Divisional Accountant (ii) Head Accountant Deputy Accountant Senior Assistant (Accounts)	275—15—410—E.B.—20—570 275—15—410—E.B.—20—570 200—10—290—15—350 150—10—230—E.B.—10—270 15—300.	500—20—700—25—900 500—20—700—25—900 395—15—500—20—700— Extension—20—800. 335—15—500—20—580— Extension—20—680.
16	District Service (Class IV)	(1) Attendant Grade I	(i) Havaldar (ii) Naik (iii) Attendant (iv) Fireman (v) Dresser (Veterinary) (vi) Dresser (Medical) (vii) Medical Dai	90—2—96—3—120 80—3—98—3—110 75—1—80—2—90—E.B.—2— 100 85—2—105—E.B.—3—120 80—2—100—E.B.—2—110 80—2—100—E.B.—2—110 75—1—80—2—90—E.B.—2— 100.	205—5—250—7—285—10—305 —Extn.—10—355. 205—5—250—7—285—10—305 Extn.—10—355. 200—3—230—5—255—Extn. —5—280. 205—5—250—7—285—10—305 —Extn.—10—355. 205—5—250—7—285—10—305 —Extn.—10—355. 220—5—250—7—285—10— —325—Extn.—10—375. 200—3—230—5—255—Extn. —5—280.

TABLE

Table showing qualification based existing pay scales of secondary School Teachers and revised pay scales effective from 1st April 1976

Qualifications	Qualification based existing pay scales	Qualification based revised pay scales with effect from 1st April, 1976
1	2	3
1. Untrained Matric/S.S.C./Intermediate.	(i) Recruited before 1st April 1966 115-4-135 (ii) Recruited on or after 1st April 1966 105-4-125.	260-10-390-15-420-Extn.-15-495
2. Matric/S.S.C./Intermediate and S.T.C./T.D. (One year)/D.Ed. (one year)/Dip. T. (one year.)	(i) Recruited before 1st October 1970 130-4-150-5-165-EB-5-190-6-220. (ii) Recruited on or after 1st October 1970. 105-4-125	290-10-390-15-465-Extn.-15-540 Note.—“ Plus special pay of Rs. 8 per month to only those who have been teaching or teach Std. VIIIth or any higher standard for atleast 1/3rd of the prescribed number of periods of workload ”.
3. Matric/S.S.C. and D.Ed. (2 years)	130-4-150-5-165-EB-5-190-6-220.	290-10-390-15-465-Extn.-15-540 Note.—“ Plus special pay of Rs. 8 per month to only those who have been teaching or teach Standard VIIIth or any higher standards for atleast 1/3rd of the prescribed number of periods of workload ”.
4. Untrained Graduates	150-5-170	335-15-500-20-580-Extn.-20-680
5. Graduates with S.T.C./T.D. (1 year) D.Ed. (1 year)/Dip.T. (1 year).	(i) Recruited before 1st October 1970 165-6-195-7-230-EB-7-265-10-285. (ii) Recruited on or after 1st October 1970. 150-5-170	365-15-500-20-660-Extn.-20-760
6. Graduates with Dip.T. (2 years).	170-7-205-8-245-EB-8-285-10-325.	365-15-500-20-660-Extn.-20-760
7. Graduates with B.T./B.Ed.	175-10-265-EB-10-325-15-400.	365-15-500-20-660-Extn.-20-760
8. Agricultural Graduates with B.T./B.Ed.	220-10-280-15-310-EB-15-430.	365-15-500-20-660-Extn.-20-760 with higher starting pay of Rs. 410.
9. Teachers possessing IInd Class post-Graduate qualifications with B.T./B.Ed.	220-10-280-15-340-EB-15-430-20-470.	365-15-500-20-660-Extn.-20-760 with a higher starting pay of Rs. 410 to those who possess post Graduate qualification in the subject taught in the school.